

Analysis Of The Effect Of Work Motivation And Compensation On Employee Performance Of Pt. A B C D In South Tangerang

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Abstract

This study aims to analyze the effect of work motivation and compensation on employee performance. This research is a type of quantitative descriptive study using primary data sources taken directly from company employees who are actively working in the operational section of PT. ABCD South Tangerang, as a source of research data. The independent variables consist of work motivation and compensation, while the dependent variable is employee performance. The research design was a random sample study that was conducted on 184 samples of employees at PT. ABCD South Tangerang, data collection techniques through questionnaires. Furthermore, the data were analyzed quantitatively by using statistical methods with the help of the SPSS 12.00 computer program, with descriptive analysis techniques, simple correlations, multiple correlation, and basic assumption tests, partial correlation, multiple correlation, F-test, t-test, determination test. From the research results, it can be concluded that there is a positive and significant relationship between work motivation and compensation on employee performance at PT. ABCD South Tangerang.

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INTRODUCTION

Humans, apart from being an important factor in an organization, are also individuals who have different behaviors from one another. Humans have the same role, namely as workers or as employees in a production process that is carried out effectively and efficiently. The final result of employee work is in the form of work performance, both qualitative and quantitative in nature. In addition, the employee's role is also to carry out the vision, mission, and goals of the organization. Therefore, it is appropriate for employees to get adequate treatment by what they have contributed to the organization. Employee contributions can be in the form of thoughts, loyalty, energy, time, expertise, skills, attitudes, and the sacrifices they make to the organization. To achieve job satisfaction, every employee needs to be motivated. Regarding the motivation factor, Siswanto (2005) states his opinion as follows:

"An employee is required to have a strong motivation to do his job. Passive motivation appears as a need as well as a driving force that can mobilize all potential. Actively, motivation appears as a positive effort in mobilizing the power and potential of employees to be productive, succeed and achieve goals. Work motivation can provide energy that drives all existing potentials, creates high and noble desires, and increases the excitement of working together".

Compensation is one way that companies can provide rewards to employees. Compensation can increase or decrease employee performance. Providing compensation to employees needs more attention from the company. Compensation that is managed properly or implemented properly in the long term can be a strategic company and can be used as an effective tool to achieve, maintain and maintain a productive work spirit. (Andreani, 2015)

Based on the background description of the problem above, the formulation of the research problem is as follows:

1. Does motivation affect the performance of employees at PT ABCD Tangerang Selatan?
2. Does compensation affect the performance of employees at PT Tangerang Selatan?
3. Do work motivation and compensation jointly / simultaneously affect the performance of employees at PT ABCD Tangerang Selatan?
4. What is the percentage effect of work motivation and compensation on employee performance at PT ABCD Tangerang Selatan?

Research purposes :

1. To find out, does motivation affect the performance of employees at PT ABCD Tangerang Selatan?
2. To find out, does compensation affect the performance of employees at PT ABCD Tangerang Selatan?
3. To find out, whether work motivation and compensation together / simultaneously affect the performance of employees at PT ABCD Tangerang Selatan?
4. To find out, what percentage of the influence of work motivation and compensation on employee performance at PT ABCD Tangerang Selatan

LITERATURE REVIEW

Motivation

Motivation comes from the Latin movere which means moving, so motivation is "the process that arises so that someone is moved to do something" (Suryani, 2008: 27). Motivation is "a process that explains the intensity, direction, and persistence of an individual who feels afraid" (Robbins and Judge, 2008: 222). Motivation is "a collection of energy that comes from within or outside the individual who initiates an attitude and determines its shape, direction, and intensity" (Usmara, 2006: 14). Keith Davis & Newstrom (1995: 65) in (Setiawan, 2015)

an employee who is motivated to work is someone who sees that his job achieves important goals.

According to Siswanto (2005), "Motivation is a human psychiatric and mental attitude that provides energy, encourages activity (moves), and leads or channels behavior towards achieving needs that provide satisfaction or reduce imbalances".

The behavior of each individual is oriented towards the goals to be achieved. In other words, individual behavior is generally a desire to realize goals.

A person's motivation will be determined by the stimulus. A stimulus is a machine that drives a person's motivation to cause the behavior of the person concerned. A person's motivation according to Sagir in Siswanto (2005) usually includes the following:

- Performance (Achievement)

A person who has a desire for achievement as a need can encourage him to achieve his goals. Mc Clelland states that the level of need for achievement (n-Ach) which has become the second instinct (second nature), is a person's keyword. N-Ach determines a positive attitude, the courage to take calculated risks (not gambling, but calculated risks) to achieve a predetermined goal. Through motivational training such as (Achievement Motivation Training (AMT), the spirit of entrepreneurship (entrepreneurship), which is an attitude of life that is brave enough to take risks to achieve higher goals, can be developed.

- Recognition Award in the form of recognition (recognition) for a performance that has been achieved by a person is a strong stimulus.

Compensation

Compensation is one way that companies can provide rewards to employees. Compensation can increase or decrease employee performance. Providing compensation to employees needs more attention from the company. Compensation must have a strong, correct, and fair basis. If the compensation is felt to be unfair, it will cause feelings of disappointment to employees, so that good employee will leave the company. Therefore, to retain good employees, the compensation program is made in such a way so that potential employees will feel valued and are willing to stay in the company (Muljani, 2002). The compensation given to employees aims to motivate more in improving performance in the company.

Compensation is something that is considered as a proportion of what has been done

According to Wibowo (2016: 289) states that "Compensation is the number of packages offered by the organization to workers in exchange for using its labor".

Meanwhile, Handoko (2012: 2) says that "Compensation is everything that employees receive as remuneration for their work".

Compensation Indicator

There are three indicators for assessing compensation (Simamora, 2004, p.442):

1. Satisfied with the entitlement salary received by employees because of compensation to the company.
2. Satisfied with the Compensation Facility provided to employees to support the smooth running of work and motivate employees to work morale.
3. Satisfied with additional compensation allowances provided based on company policy to all employees to improve employee welfare. Definition of Employee Performance Performance is the work achieved by a person.

Employee performance

According to Sudarmanto (2009), a successful and effective organization is an organization with individuals who have good performance. An effective or successful organization will be supported by qualified human resources. Many organizations are successful or effective because they are supported by HR performance. On the other hand, many organizations fail because of HR performance factors. Thus, there is a match between organizational success or organizational performance with individual performance or HR performance.

Performance dimensions or indicators are aspects that are used as a measure in assessing performance. Measures that are used as benchmarks in assessing performance. Dimensions or performance measurements are very necessary because they will be beneficial to many parties.

Minner (1992) suggests 4 dimensions that can be used as benchmarks in assessing performance, namely:

1. Quality, namely the level of error, damage, accuracy
2. Quantity is the amount of work produced
3. The use of time in work, namely the level of absenteeism, tardiness, effective working time / lost work hours
4. Collaboration with other people at work

According to Sudarmanto (2009), a successful and effective organization is an organization with individuals who have good performance. An effective or successful organization will be supported by qualified human resources. Many organizations are successful or effective because they are supported by HR performance. On the other hand, many organizations fail because of HR performance factors. Thus, there is a match between organizational success or organizational performance with individual performance or HR performance.

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4. Collaboration with other people at work

According to Sudarmanto (2009: 13) states that performance measurement is very important to be able to improve work implementation that can be achieved. According to him, there are four types of performance measures, namely:

1. A measure of money that includes income, expenses and returns (rate of return)
2. Measures of effort or impact that include goal achievement, project completion, service levels, and the ability to influence the behavior of colleagues and customers
3. A measure of reaction that reflects the ratings of colleagues, customers, or other jobholders
4. Time measure that shows performance execution versus schedule, deadline, response speed, or number of target workers

Talking about performance will always relate to performance measures or standards. Performance measures or standards are related to certain parameters or dimensions that the organization uses to measure performance (Sudarmanto, 2009). According to Gibson (1997) measuring employee performance is related to the performance measurement tools used. Concerning to performance measurement tools, they are broadly classified into two, namely: (1) the type of assessment required; with relative valuation and absolute valuation. A relative appraisal is an assessment model by comparing a person's performance with others in the same position. This assessment model will produce performance ratings among employees in the job group. An absolute assessment model (absolute) is an assessment using certain performance appraisal standards. (2) the focus of performance measurement with 3 models, namely: performance appraisal focuses on traits, focuses on behavior, and focuses on results.

The main objective of a performance appraisal system is to produce accurate and valid information about the behavior and performance of members of the organization. Specifically, the objectives of performance appraisal are (1) evaluation, namely to assess past performance as a basis for implementing personnel decisions. (2) development, namely to motivate and direct individual performance and career development efforts.

The more employees understand the performance appraisal process, and the more performance appraisals are used as development opportunities rather than critical events, the more self-actualization needs will be met. And performance appraisals have an impact on the organization, apart from assisting in matters such as making compensation decisions and providing feedback on performance, the results of the performance appraisal process can supply useful data on the success of other activities such as recruitment, selection, orientation and training. .

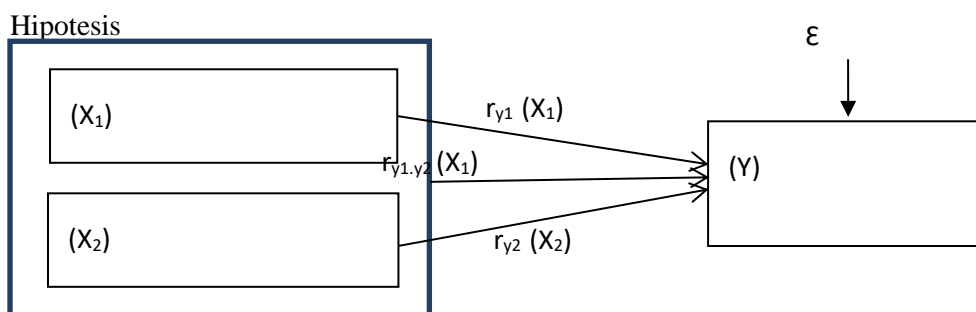


Figure 1. Constellation of Influence Between Variables

Information:

Y: Employee Performance

X1: Work Motivation

X2: Compensation

ε: Another variable

ry1: Effect of X1 and Y

ry2: Effect of X2 and Y

Ry12: Influence X1 and X2 with Y

Based on the framework above, the hypothesis proposed in this study are as follows:

Ha: There is an influence between work motivation and compensation on employee performance

Ho: There is no influence between work motivation and compensation on employee performance

METHOD

RESEARCH METHODS

This research is a type of quantitative descriptive study using primary data sources taken directly from company employees who are actively working in the operational section of PT. ABCD South Tangerang, as a source of research data.

Population and Sample

1. Population

The Population is the total number of objects (units or individuals) whose characteristics are to be predicted (Djarwanto and Pangestu, 1993). Population refers to a group of people, events, or everything.

The population to be analyzed is 426 people.

2. Samples

The sample is part of the population whose characteristics will be studied and considered to be representative of the entire population (Djarwanto and Pangestu, 1998). The research sample taken was calculated using the Herry King Nomogram (Sugiyono, 2014: 129), at an error rate of 5% so that from 426 people the population was obtained a sample percentage of 36%. And with a multiplier factor of 1.195 (Multiple Factor at an error rate of 5%) then the calculation result is 183.2652. So by rounding up the results of these calculations, it was decided that the results of the research sample taken in this study were as many as 184 active employees from the total employee population of 426 employees who are actively working at PT. ABCD South Tangerang at the time this research was conducted.

RESULT AND CONCLUSION

Based on the results of both primary and secondary data collection, an overview of the research results is obtained. The results of this study were analyzed descriptively and quantitatively. Descriptive analysis is carried out by describing the items of the question, which aims to obtain a description of the research results. The results of this study were analyzed descriptively and quantitatively. Descriptive analysis is done by describing the items of the question, which aims to obtain a picture obtained about the variables studied. Analysis researched

by using the SPSS 20 program, which is used to test hypotheses and explain the effect of independent variables on the dependent variable.

Data Normality Test

One statistical test tool to determine whether a data set is normally distributed or not is by using the Kolmogorov-Smirnov (K-S) test calculated with the help of the SPSS 22.0 program (table 4.8). The condition used to test for normality is that the data has a normal distribution if the significance (sig) is greater than 0.05.

Table 1 Normality
One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residual
N			184
Normal Parameter ^{a,b}	Mean		,0000000
	Std. Deviation		2,91339102
Most Extreme Differences	Absolute		,085
	Positive		,085
	Negative		-,084
Test Statistic			,085
Asymp. Sig. (2-tailed)			,002 ^c
Monte Carlo Sig. (2-tailed)	Sig.		,129 ^d
	99% Confidence Interval	Lower Bound	,120
		Upper Bound	,138

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. Based on 10000 sampled tables with starting seed 926214481.

From the results of Kolmogorov-Smirnov calculations, it can be seen that the calculated K-S value is (0.129). From the significance value of the two variables, it can be seen that the magnitude is more than 0.05, so it can be concluded that the data has a normal distribution.

Linearity Test

Linearity testing aims to determine whether the two (2) variables have a significant linear relationship or not. This linearity test is one of the requirements in testing the correlation test analysis or linear regression test. This linearity test uses SPSS 22 software using the Test of Linearity at a significance level of 5%. Two (2) variables will be said to have a linear relationship if the significance value of the data processing results obtained (Linearity) shows a number less than (<) 0.05. Processing with SPSS 22 shows the following results:

Table 2. Linearity Test Results X1 to Y**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
KINERJA_Y * MOTIVASI_X1	Between Groups	(Combined)	454,044	10	45,404	9,989	,000
		Linearity	342,135	1	342,135	75,268	,000
		Deviation from Linearity	111,909	9	12,434	2,735	,005
	Within Groups		786,385	173	4,546		
Total			1240,429	183			

Table 3. Results of the Linearity Test of X2 to Y**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
KINERJA_Y * KOMPENSASI_X2	Between Groups	(Combined)	234,934	9	26,104	4,517	,000
		Linearity	204,959	1	204,959	35,468	,000
		Deviation from Linearity	29,974	8	3,747	,648	,736
	Within Groups		1005,496	174	5,779		
Total			1240,429	183			

Based on the results of the above output, it can be explained that the results of the linearity test of X1 to Y obtain a linearity value of 0.00 and the results of the linearity test of X2 to Y obtain a linearity value of 0.00. That is, because both of them have a Linearity value of less than (<) 0.05, it can be concluded that between the variables X1 to Y and between variables X2 to Y both have a linear relationship.

Heteroscedasticity Test

The definition of heteroscedasticity is a condition in which there is an inequality of variants of the residuals in all observations in a regression model. Heteroscedasticity testing is intended to determine whether or not there is an inequality of variants of the residuals in the regression model. The requirements that must be met in a regression model are that there must be no heteroscedasticity problems or in other words, it must be free of heteroscedasticity problems.

**Table 4.Heteroscedasticity Test Results
Correlations**

			MOTIVASI_X1	KOMPENSASI_X2	Unstandardize Residual
Spearman's rho	MOTIVASI_X1	Correlation Coefficient	1,000	.502**	.156
		Sig. (2-tailed)		,000	,03
		N	184	184	18
	KOMPENSASI_X2	Correlation Coefficient	.502**	1,000	.166
		Sig. (2-tailed)	,000		,02
		N	184	184	18
Unstandardized Residual		Correlation Coefficient	.156*	.169*	1,00
		Sig. (2-tailed)	,035	,021	
		N	184	184	18

** . Correlation is significant at the 0.01 level (2-tailed).

From the results of data processing, it is known that the Work Motivation variable (X1) with Unstandardized Residual results in a significance value of 0.035 and the Compensation variable (X2) with Unstandardized Residual results in a significance value of 0.021. Because the correlation significance value of X1 and X2 is less than ($>$) 0.05, the regression model in this study found the problem of heteroscedasticity, or in other words, this regression model is not free of heteroscedasticity.

1. Multicollinearity Test

Multicollinearity is a condition where there is a perfect or near / near perfect linear relationship between the independent variables (X) in a regression model. Multicollinearity testing of statistical data in this study was carried out to determine whether or not there was multicollinearity among the independent variables (X). The method used is to calculate tolerance or VIF from the results of statistical calculations using SPSS 22 software. From the results of data processing, the tolerance and VIF values are obtained as follows:

Table 5. Multicollinearity Test Results Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	14,226	3,647		3,901	,000		
MOTIVASI_X1	,515	,084	,429	6,094	,000	,773	1,294
KOMPENSASI_X2	,225	,079	,202	2,871	,005	,773	1,294

a. Dependent Variable: KINERJA_Y

Source: Primary data processed

From the table above, it can be seen that in the two independent variables (X1 and X2), all of them have a VIF value <10 and / or all of them have a Tolerance value > 0.10. The VIF value <10 for X1 = 1.294 and for X2 = 1.294 and the Tolerance value > 0.10 shows that between the two independent variables (X1 and X2) there is no multicollinearity or in other words multicollinearity free.

Partial Correlation Test

Partial regression analysis (partial correlation) is used to see the relationship between two variables in the form of an equation. The correlation coefficient is used to determine the degree of closeness (degree) of the linear relationship between two variables. Soegiarto (2015: 426). The correlation value ranges from -1 to 1, where the closer to 1 or -1 the stronger the relationship, and conversely the closer to zero (0), the weaker the relationship. While the positive value of the correlation coefficient shows a unidirectional relationship between variables X and Y, while the negative value shows an inverse relationship between X and Y. The following table describes the guidelines for providing interpretations of the acquisition of correlation coefficient values:

Table 5. Indicators of the Level of Relationship (Correlation)

KORELASI	
Interval Korelasi	Tingkat Hubungan
0,00-0,199	SANGAT RENDAH
0,20-0,399	RENDAH
0,40-0,599	SEDANG
0,60-0,799	KUAT
0,80-1,00	SANGAT KUAT

Sugiyono (2007:214)

After processing using SPSS 22 software, the following results were obtained:

Table 6. Testing Results of Partial Correlation X1 to Y**Correlations**

Control Variables			KINERJA_Y	MOTIVASI_X1
KOMPENSASI_X2	KINERJA_Y	Correlation	1,000	,413
		Significance (2-tailed)		,000
		df	0	181
	MOTIVASI_X1	Correlation	,413	1,000
		Significance (2-tailed)	,000	
		df	181	0

Source: Primary data processed

From the results of the correlation test above, it can be explained that the partial correlation between Motivation (X1) and Employee Performance (Y) where the Organizational Climate variable (X2) is controlled (considered/made constant) is 0.413. This correlation value is in the range between 0.40-0.599 which shows that there is a moderate relationship between Motivation (X1) and Compensation (Y) where the Organizational Climate variable (X2) is controlled (assumed/made fixed). And the direction of the relationship between the two is positively indicated by a positive r value, so that the higher the value of motivation (X1), the value of compensation (Y) will also increase.

Table 7. Test Results for Partial Correlation X2 to Y**Correlations**

Control Variables			KINERJA_Y	KOMPENSASI_X2
MOTIVASI_X1	KINERJA_Y	Correlation	1,000	,209
		Significance (2-tailed)		,005
		df	0	181
	KOMPENSASI_X2	Correlation	,209	1,000
		Significance (2-tailed)	,005	
		df	181	0

Source: Primary data processed

From the results of the correlation test above, it can be explained that the partial correlation between Compensation (X2) on Employee Performance (Y) where the Motivation variable (X1) is controlled (considered/made permanent) is 0.209. This correlation value is in the range between 0.20-0.399 which shows that there is a low relationship between Compensation (X2) and Employee Performance (Y) where the Motivation variable (X1) is controlled (assumed/made fixed). And the direction of the relationship between the two is positive indicated by a positive r value, so that the higher the Compensation value (X2), the Employee Performance value (Y) will also increase.

Multiple Correlation Test (R)

Multiple correlation test is used to find out how and how big the relationship between two or more independent variables (X1, X2, X3, etc.) simultaneously on the dependent variable (Y). The multiple correlation coefficient (R) will show how big the relationship is between these two types of variables simultaneously, whose values range from the range of zero (0) to one (1). The closer to one (1), the stronger the relationship and the closer to zero (0), the weaker the relationship will be.

**Table 8. Multiple Correlation Test Results
Model Summary^b**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.554 ^a	.307	.300	2,17872

a. Predictors: (Constant), KOMPENSASI_X2, MOTIVASI_X1

b. Dependent Variable: KINERJA_Y

Source: Primary data processed

Based on the results of the multiple correlation test using SPSS 22, the R-value of 0.554 was obtained, which means that there is a moderate relationship between the Work Motivation variable (X1) and the Compensation variable (X2) on the Employee Performance variable (Y) because it is in the range of 0.40. -0599.

The direction of the relationship between the two independent variables is simultaneously positive as indicated by the results of a positive R value, so that the increasing value of the Work Motivation variable (X1) and the Compensation value (X2) simultaneously will also increase the value of Employee Performance (Y).

F-Test (Simultaneous Testing of the Effect of X1 and X2 simultaneously on Y)

The F-test basically shows whether all independent or independent variables (X) have a joint or simultaneous influence on the dependent or dependent variable (Y). By statistical testing using SPSS 22, the F test results are obtained as follows:

Table 9. F Test Results**ANOVA^a**

Model	Sum of Squares	df	Mean Square	F
1 Regression	381,256	2	190,628	40,159
Residual	859,173	181	4,747	
Total	1240,429	183		

a. Dependent Variable: KINERJA_Y

b. Predictors: (Constant), KOMPENSASI_X2, MOTIVASI_X1

Source: Primary data processed

Based on the test results above, the F coefficient value is 40.159. The null hypothesis (H₀) in this test is that there is no influence between Work Motivation (X₁) and Compensation (X₂) variables simultaneously or simultaneously on Employee Performance (Y) and the alternative hypothesis (H_a) is that there is an influence between Work Motivation variables (X₁) and Compensation (X₂) jointly or simultaneously on Employee Performance (Y). With a significance level of 0.05 (5%), the F-count value is 40.159 and with a confidence level of 95%, the F-table value is 3.04. Using the test criteria H₀ is accepted if F-count < F-table, and H₀ is rejected if F-count > F-table, then the comparison value is 40.159 > 3.04, which indicates that F-count > F-table means that H₀ is rejected. By rejecting the null hypothesis (H₀), the alternative hypothesis (H_a) is accepted. So it can be explained that in this study there is an influence between the Work Motivation (X₁) and Compensation (X₂) variables together or simultaneously on the Employee Performance variable (Y).

T test (partial test of the effect of X₁ on Y and X₂ on Y)**Coefficients^a**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	14,226	3,647		3,901	,000		
	MOTIVASI_X1	,515	,084	,429	6,094	,000	,773	1,294
	KOMPENSASI_X2	,225	,079	,202	2,871	,005	,773	1,294

a. Dependent Variable: KINERJA_Y

Source: Primary data processed

From the results of the t test that has been carried out is that the significance value of the X₁ to Y test is 0.000 and the X₂ to Y test value is 0.005. As a requirement, if the significance value of the test results for variable X partially against Y variable is less than (<) 0.05, this indicates

that variable X partially affects variable Y, and sees the value of the coefficient X1 (+0.515) and the coefficient value X2 (+ 0.225) is positive which indicates that the relationship between the two to employee performance is unidirectional, so from the results of statistical processing it can be concluded that the work motivation variable (X1) partially has a positive effect on Y and the compensation variable (X2) partially has a positive effect on Employee Performance variable (Y).

Determination Test (R2 Test)

R squared (R²) or also known as coefficient of determination is a measure of the size of the variance of the dependent variable (Y) which is explained by the independent variables (X1 and X2). The value of a coefficient of determination (R²) is a measure that shows the amount of contribution / contribution of the explanatory variable to the response variable. In other words, the coefficient of determination shows the variance (variation) fluctuation of Y which is explained by the linear effect of X (what is the share of the total variance in the dependent variable (Y) which can be explained by the variety of values given by each independent variable (X) in a regression model).

Table 11. Determination Test Results

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.554 ^a	.307	.300	2,17872

a. Predictors: (Constant), KOMPENSASI_X2, MOTIVASI_X1

b. Dependent Variable: KINERJA_Y

Source: Primary data processed

From the results of statistical data processing with SPSS 22, it can be seen that the magnitude of the contribution of the influence of the Work Motivation variable (X1) and the Compensation variable (X2) simultaneously / jointly / simultaneously on the Employee Performance variable (Y) or the coefficient of determination (R²) is 0.307 or 30.7%. The amount of the remaining value, which is 0.693 or 69.3% (epsilon), is the amount of contribution / contribution of the influence of other factors besides Work Motivation (X1) and Compensation (X2) variables on Employee Performance (Y), which factors include: were unknown in this study.

CONCLUSION

From the research results, it can be concluded that there is a positive and moderate influence between work motivation and compensation on employee performance at PT. ABCD South Tangerang. Based on the results of the multiple correlation test using SPSS 22, the R-value of 0.554 was obtained, which means that there is a moderate relationship between the Work Motivation variable (X1) and the Compensation variable (X2) on the Employee Performance variable (Y) because it is in the range of 0.40. -0599.

The direction of the relationship between the two independent variables simultaneously is positive as indicated by the results of a positive R value, so that the increased value of the Work Motivation variable (X1) and the Compensation value (X2) simultaneously will also increase the value of Employee Performance (Y).

Based on the test results, the F coefficient value is 40.159. The null hypothesis (H₀) in this test is that there is no influence between Work Motivation (X1) and Compensation (X2) variables simultaneously or simultaneously on Employee Performance (Y) and the alternative hypothesis (H_a) is that there is an influence between Work Motivation variables (X1) and Compensation (X2)

jointly or simultaneously on Employee Performance (Y). It is proven that work motivation and compensation have a significant relationship with employee performance. Meanwhile, from the results of the data normality test using the Kolmogorov-Smirnov calculation, it can be seen that the calculated K-S value is (0.129). From the significance value of the two variables, it can be seen that the magnitude is more than 0.05, so it can be concluded that the data has a normal distribution. There is a moderate influence between work motivation and compensation with employee performance at PT. ABCD in South Tangerang.

ACKNOWLEDGMENTS

Herudini Subariyanti is a Lecturer at the Bina Sarana Informatika University (UBSI) Jakarta. Graduated from the Undergraduate Program in Management Economics at the Faculty of Economics, Sebelas Maret University (UNS), and the Masters in Management Economics at Pamulang University. Interested in research related to the field of HR Management.

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